

1. (Currently Amended) A method for authorizing access to a human resources database implemented on a computer-readable medium, comprising:

acquiring a lock after a first query is submitted by a first user, the first query relating to a first set of database records;

detecting, by a computer, whether a second new query for a second set of database records is submitted by a second user, the second set of database records associating with the first set of database records, wherein the second user is associated with a level of an organization;

determining, by examining, after detecting the second query for the second set of database records which is submitted by the second user, an employee number associated with the second set of database records submitted in the new second query and an employee number associated with the second user to determine if the second user is authorized to access the second set of database records, whether a user that submitted the new query is authorized to access the set of database records;

denying the second user from accessing the second set of database records if the employee number associating with the second set of database records submitted in the second query matches the employee number associated with the second user;

determining, if the employee number associating with the second set of database records submitted in the second query differs from the employee number associated with the second user, whether the lock is acquired by the first user whether the user is authorized to acquire a new lock on the set of database records, wherein the user is authorized if the employee number associated with the set of database records does not match the employee number of the user;

denying the new lock to the second user if the lock is acquired by the first user is-
not authorized;

granting the lock to the second user if the lock is not acquired by the first user;

~~setting the new lock or making an attempt to set the new lock if the user is-~~
authorized; and

informing, after denying to grant the lock to the second user, the second user
with information relating to the identification of the first user, in accordance with the level
of the second user ~~that the user can access the set of database records when the user~~
~~is authorized or informing the user that the user cannot access the set of database~~
~~records when the user is not authorized.~~

2 - 4. (Cancelled).

5. (Currently Amended)) The method as recited in claim 1 further comprising
permitting access to the second set of database records if the second user is
authorized.

6. (Currently Amended) The method as recited in claim 1 ~~5~~ further
comprising releasing the new lock after the first user has checked out from the first set
of database records.

7. (Currently Amended) The method as recited in claim 1 wherein determining whether the second user is authorized further includes determining whether the second user has write authorization for the set of database records.

8. (Currently Amended) The method as recited in claim 1 wherein determining whether the second user is authorized further includes determining whether the second user has a maximum database access authorization.

9. (Cancelled).

10. (Currently Amended) The method as recited in claim 1 wherein determining whether the second user is authorized includes determining whether the second user is organizationally authorized.

11. (Currently Amended) The method as recited in claim 1 wherein determining whether the second user is authorized includes determining whether the second user is currently authorized.

12. (Currently Amended) A computer-readable medium storing program instructions for performing a method of authorizing access to a human resources database, the method comprising:

acquiring a lock after a first query is submitted by a first user, the first query relating to a first set of database records;

detecting, by a computer, whether a second new query for a second set of database records which is submitted by a second user, the second set of database records associating with the first set of database records, wherein the second user is associated with a level of an organization;

determining, by examining, after detecting the second query for the second set of database records is submitted by the second user, an employee number associated with the second set of database records submitted in the new second query and an employee number associated with the second user to determine if the second user is authorized to access the second set of database records;
~~whether a user that submitted the new query is authorized to access the set of database records;~~

denying the second user from accessing the second set of database records if the employee number associating with the second set of database records submitted in the second query matches the employee number associated with the second user;

determining, if the employee number associating with the second set of database records submitted in the second query differs from the employee number associated with the second user, whether the lock is acquired by the first user
~~whether the user is authorized to acquire a new lock on the set of database records, wherein the user is authorized if the employee number associated with the set of database records does not match the employee number of the user;~~

denying the new lock to the second user if the lock is acquired by the first user
~~is not authorized;~~

granting the lock to the second user if the lock is not acquired by the first user;

~~setting the new lock or making an attempt to set the new lock if the user is~~
authorized; and

informing, after denying to grant the lock to the second user, the second user
with information relating to the identification of the first user, in accordance with the level
of the second user ~~that the user can access the set of database records when the user~~
~~is authorized or informing the user that the user cannot access the set of database~~
~~records when the user is not authorized.~~

13 - 15. (Cancelled).

16. (Currently Amended) The computer-readable medium as recited in claim
12 further comprising permitting access to the second set of database records if the
second user is authorized.

17. (Currently Amended) The computer-readable medium as recited in claim
16 further comprising releasing the new lock after the first user has checked out from
the first set of database records.

18. (Currently Amended) The computer-readable medium as recited in claim
12 wherein determining whether the second user is authorized includes determining
whether the second user has write authorization for the second set of database records.

19. (Currently Amended) The computer-readable medium as recited in claim 12 wherein determining whether the second user is authorized includes determining whether the second user has a maximum database access authorization.

20. (Currently Amended) The computer-readable medium as recited in claim 12 wherein the second user has a conflict of interest when the second set of database records personally pertain to the second user.

21. (Currently Amended) The computer-readable medium as recited in claim 12 wherein determining whether the second user is authorized includes determining whether the second user is organizationally authorized.

22. (Currently Amended) The computer-readable medium as recited in claim 12 wherein determining whether the second user is authorized includes determining whether the second user is currently authorized.

23 - 24. (Cancelled).

25. (Currently Amended) A database system implemented on a computer-readable medium authorizing access to a human resources database, comprising:

a processor;

a memory storing instructions executable by the processor, the instructions comprising:

means for acquiring a lock after a first query is submitted by a first user, the first query relating to a first set of database records;

means for detecting, by a computer, whether a second new query for a second set of database records is submitted by a second user, the second set of database records associating with the first set of database records, wherein the second user is associated with a level of an organization

means for ~~determining, by examining, after detecting the second query for the second set of database records which is submitted by the second user,~~ an employee number associated with the second set of database records submitted in the new second query and an employee number associated with the second user to determine if the second user is authorized to access the second set of database records, ~~whether a user that submitted the new query is authorized to access the set of database records;~~

means for denying the second user from accessing the second set of database records if the employee number associating with the second set of database records submitted in the second query matches the employee number associated with the second user;

means for determining, if the employee number associating with the second set of database records submitted in the second query differs from the employee number associated with the second user, whether the lock is acquired by the first user ~~whether the user is authorized to acquire a new lock on the set of~~

~~database records, wherein the user is authorized if the employee number associated with the set of database records does not match the employee number of the user;~~

means for denying the new lock to the second user if the lock is acquired by the first user is not authorized;

means for granting the lock to the second user if the lock is not acquired by the first user;

~~means for setting the new lock or making an attempt to set the new lock if the user is authorized; and~~

means for informing, after denying to grant the lock to the second user, the second user with information relating to the identification of the first user, in accordance with the level of the second user ~~that the user can access the set of database records when the user is authorized or informing the user that the user cannot access the set of database records when the user is not authorized.~~

26 - 28. (Cancelled).

29. (Currently Amended) The database system as recited in claim 25 further comprising means for permitting access to the second set of database records if the second user is authorized.

30 - 34. (Cancelled).

35. (Currently Amended) A method for making a preliminary determination of whether a second user has authorization to access a second set of database records implemented on a computer-readable medium, comprising:

acquiring a lock after a first query is submitted by a first user. the first query relating to a first set of database records;

detecting, by a computer, whether a second new query for a the second set of database records is submitted by a second user, the second set of database records associating with the first set of database records, wherein the second user is associated with a level of an organization;

determining, by examining, after detecting the second query for the second set of database records which is submitted by the second user, an employee number associated with the second set of database records submitted in the new second query and an employee number associated with the second user to determine if the second user is authorized to access the second set of database records, whether a user that submitted the new query is authorized to access the set of database records;

denying the second user from accessing the second set of database records if the employee number associating with the second set of database records submitted in the second query matches the employee number associated with the second user;

determining, if the employee number associating with the second set of database records submitted in the second query differs from the employee number associated with the second user, whether the lock is acquired by the first user, and whether the user is authorized to access the second set of database records acquire a new lock for

~~the set of database records based on the employee number of the user and at least one~~
of (a) write authorization and (b) a lack of conflict of interest;

denying the new lock to the second user if the lock is acquired by the first user is
not authorized;

granting the lock to the second user if the lock is not acquired by the first user;

~~setting the new lock or making an attempt to set the new lock if the user is~~
authorized; and

informing, after denying to grant the lock to the second user, the second user
with information relating to the identification of the first user, in accordance with the level
of the second user that the user can access the set of database records when the user
~~is authorized or informing the user that the user cannot access the set of database~~
~~records when the user is not authorized.~~

36. (Currently Amended) The method of claim 35, further comprising:
setting the new lock or making an attempt to set the new lock if the second user
is authorized.

37. (Currently Amended) The method of claim 35, wherein determining
whether the user is authorized to access the second set of database records ~~acquire~~
~~the new lock~~ further includes determining whether the second user has a maximum
database access authorization.

38. (Currently Amended) The method of claim 35, wherein determining whether the second user has a conflict of interest includes determining whether the second set of database records personally pertain to the second user.

39. (Currently Amended) The method of claim 35, further comprising:
determining, when the employee number associated with the set of database records matches the employee number of the second user, whether the second set of database records comprise critical or non-critical information; and
wherein the second user is not authorized when the second set of database records comprise critical information.

40. (Currently Amended) The method of claim 39, wherein the critical information comprises pay records of the second user.

41. (Currently Amended) A method for determining whether a user has authorization to access a set of database records, comprising:
acquiring a lock after a first query is submitted by a first user, the first query relating to a first set of database records;
detecting, by a computer, whether a second new query for a second set of database records which is submitted by a second user, the second set of database records associating with the first set of database records, wherein the second user is associated with a level of an organization;

~~determining, by examining, after detecting the second query for the second set of database records is submitted by the second user, an employee number associated with the second set of database records submitted in the new second query and an employee number associated with the second user to determine if the second user is authorized to access the second set of database records, whether a user that submitted the new query is authorized to access the set of database records;~~

~~denying the second user from accessing the second set of database records if the employee number associating with the second set of database records submitted in the second query matches the employee number associated with the second user;~~

~~determining, if the employee number associating with the second set of database records submitted in the second query differs from the employee number associated with the second user, whether the lock is acquired by the first user, and whether the second user is authorized to acquire the a new lock for the second set of database records based on the employee number of the second user and, when the employee number associated with the second set of database records matches an the identifier of the second user, whether the second set of database records comprise critical or non-critical information;~~

~~denying the new lock to the second user if the lock is acquired by the first user is not authorized;~~

~~granting the lock to the second user if the lock is not acquired by the first user;~~

~~setting the new lock or making an attempt to set the new lock if the user is authorized; and~~

informing, after denying to grant the lock to the second user, the second user
with information relating to the identification of the first user, in accordance with the level
of the second user ~~that the user can access the set of database records when the user~~
~~is authorized or informing the user that the user cannot access the set of database~~
~~records when the user is not authorized.~~

42. (Currently Amended) The method of claim 41; wherein the second user is
not authorized when the second set of database records comprise critical information.

43. (Currently Amended) The method of claim 42, wherein the critical
information comprises pay records of the second user.

44. (Currently Amended) A method for authorizing access to a human
resources database, comprising:

acquiring a lock after a first query is submitted by a first user, the first query
relating to a first set of database records;

detecting, by a computer, whether a second new query for a second set of
database records is submitted by a second user, the second set of database records
associating with the first set of database records, wherein the second user is associated
with a level of an organization;

determining, by examining, after detecting the second query for the second set of
database records which is submitted by the second user, an employee number
associated with the second set of database records submitted in the new second query

and an employee number associated with the second user to determine if the second user is authorized to access the second set of database records, whether a user that submitted the new query is authorized to access the set of database records;

denying the second user from accessing the second set of database records if the employee number associating with the second set of database records submitted in the second query matches the employee number associated with the second user;

determining, if the employee number associating with the second set of database records submitted in the second query differs from the employee number associated with the second user, whether the lock is acquired by the first user, and whether the second user is authorized to access the second set of database records acquire a new lock on the second set of database records, the second user being authorized if the second user does not have a conflict of interest with respect to the second set of database records, wherein the second user does not have a conflict of interest when the employee number associated with the second set of database records does not match the employee number associated with the second user;

denying the new lock to the second user if the lock is acquired by the first user is not authorized;

granting the lock to the second user if the lock is not acquired by the first user;

setting the new lock or making an attempt to set the new lock if the user is authorized; and

informing, after denying to grant the lock to the second user, the second user with information relating to the identification of the first user, in accordance with the level of the second user that the user can access the set of database records when the user

~~is authorized or informing the user that the user cannot access the set of database records when the user is not authorized.~~

45. (Currently Amended) A method for authorizing access to a human resources database, comprising:

acquiring a lock after a first query is submitted by a first user, the first query relating to a first set of database records;

detecting, by a computer, whether a second new query for a second set of database records is submitted by a second user, the second set of database records associating with the first set of database records, wherein the second user is associated with a level of an organization;

determining, by examining, after detecting the second query for the second set of database records is submitted by the second user, an employee number associated with the second set of database records submitted in the new second query and an employee number associated with the second user to determine if the second user is authorized to access the second set of database records, whether a user that submitted the new query is authorized to access the set of database records;

denying the second user from accessing the second set of database records if the employee number associating with the second set of database records submitted in the second query matches the employee number associated with the second user;

determining, if the employee number associating with the second set of database records submitted in the second query differs from the employee number associated with the second user, whether the lock is acquired by the first user, whether a the

second user that submitted the new query is authorized to access the second set of database records ~~acquire a new lock on the set of database records~~, wherein the second user is authorized if the second user does not have a conflict of interest when the second set of database records do not personally pertain to the second user;

denying the new lock if the second user is not authorized;

granting the lock to the second user if the lock is not acquired by the first user;

~~setting the new lock or making an attempt to set the new lock if the user is~~
authorized; and

informing, after denying to grant the lock to the second user, the second user with information relating to the identification of the first user, in accordance with the level of the second user ~~that the user can access the set of database records when the user is authorized or informing the user that the user cannot access the set of database records when the user is not authorized.~~